



**EWSETA/RFQ/075/2021**  
**PROVISION FOR**  
**ORGANISATIONAL**  
**DEVELOPMENT**

| <b>NO.</b> | <b>QUESTIONS</b>   | <b>ANSWERS</b>   |
|------------|--|--|
| 1.         | Total number of employees  | 63 current head count<br>49 Permanent staff<br>14 Fixed term contracts   |
| 2.         | Number of executives   | 5 including CEO  |
| 3.         | Are the queries and answers going to be sent to the bidders who attended the briefing session  | The answers will be uploaded on the EWSETA website and will also be emailed to service providers   |
| 4          | Number of general staff job roles  | 48 these roles refers to non-managers.   |
| 5          | Will the price be published for all the bidders that responded   | No, but it can be emailed on request   |
| 6          | The approved has associated headcount or the finalisation of the headcount is part of this project?  | The new structure is not yet approved by board. The finalisation of headcount will require OD Specialist input   |
| 7          | On your ToR you indicate that the completion date of the project is February 2022 which should be 11months from date of appointment. Seeing that we are already in November will you move the completion date out? | consultation unforeseen setbacks and request of the board for additional information the completion date for the consultations / JD reviews, grading and payscales is February 2022 for Board approval. Once Board approves the final OD - the implementation of the |
| 8          | The recruitment process referred to in the TOR is it for existing staff and therefore Matching and placing or is it  | A combination of both dependent on competencies required for each role.  |